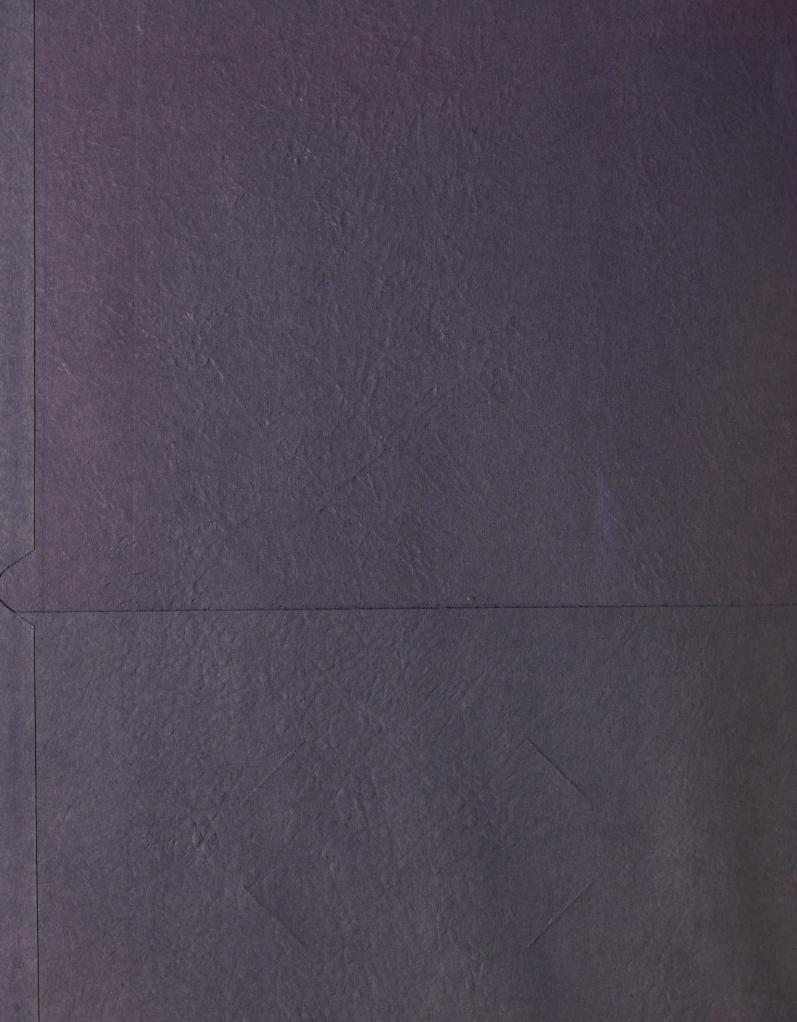
CA20N PEC2 - 1993 SO2



Job Evaluation and Pay Equity



CA20N PEC 1 -1993 SO2

SELECTED BIBLIOGRAPHY: NO. 2

JOB EVALUATION AND PAY EQUITY

Prepared by the Pay Equity Commission Library

REVISED JANUARY 1993

(Boil and day)

SELECTED BIBLIOGRAPHY SERIES ON PAY EQUITY

The library staff have prepared a series of bibliographies listing books, reports, articles and newsletters about pay equity. All of the listed materials can be found in the Commission library. The following bibliographies are available at no charge from the library:

No. 1	Pay Equity (August 1989)
No. 2	Job Evaluation and Pay Equity (Rev. Jan. 1993)
No. 3	Collective Bargaining and Pay Equity (Rev. Jan. 1993)
No. 4	Nurses and Pay Equity (Rev. Jan. 1993)
No. 5	Pay Equity: The Ontario Experience (Rev. Jan. 1993)
No. 6	Pay Equity: The Canadian Experience (Rev. Jan. 1993)

If you would like copies of these bibliographies, please write or contact the library at:

Pay Equity Commission
Library
150 Eglinton Avenue East
6th Floor
Toronto, Ontario
M4P 1E8

(416) 481-4464 ext. 263

TABLE OF CONTENTS

<u>Section</u>	Page
Table of Contents	i
Introduction	ii
A. General	1
B. Gender Neutrality/Sex Bias in Job Evaluation	6
C. Specific Job Evaluation Systems	9
D. Proportional Value Comparison Method	11
E. Computers in Job Evaluation	12



INTRODUCTION

This bibliography lists material on job evaluation as it relates to pay equity. It updates and replaces an earlier version dated August 1991. Selections are limited to items held by the Pay Equity Commission Library and published within the past ten years. Listings for books, chapters of books, articles, and conference papers have been included. Although the geographic coverage is world-wide, the emphasis is on Canada, the United States, and Great Britain. The bibliography is divided into five parts: Part A: General; Part B: Gender Neutrality/Sex Bias in Job Evaluation; Part C: Specific Job Evaluation Systems; Part D: Proportional Value Comparison Method; and Part E: Computers in Job Evaluation.

Members of the public are welcome to consult these materials in the Commission's library. The library is open weekdays from 8:30 a.m. to 4:30 p.m. It is recommended that those wishing to use the library call ahead for an appointment at (416) 481-4464 ext. 263.

A. GENERAL

Books/Reports

- Burton, Clare et al. Women's Worth: Pay Equity and Job Evaluation in Australia. Canberra, Aust.: AGPS Press, 1987.
 HD 6061.2 .A8 .B974
- Elizur, Dov. Systematic Job Evaluation and Comparable Worth. Aldershot, Eng.: Gower, 1987. HF 5549.5 .J62 .E43
- Handbook of Wage and Salary Administration. 2d ed. Edited by
 Milton L. Rock. New York, N.Y.: McGraw-Hill, 1984.
 HF 5549.5 .C67 .H236
- Henderson, Richard and Clarke, Kitty Lewis. Job Pay for Job Worth:
 Designing and Managing an Equitable Job Classification and Pay
 System. Atlanta, Ga.: Business Publishing Division, College of
 Business Administration, Georgia State University, 1981.
 HF 5549.5 .J62 .H497
- How to Do Pay Equity Job Comparisons. Toronto: Ontario Pay Equity Commission, 1989.

 HF 5549.5 .J62 .H847
- Job Evaluation. [Charlottetown, P.E.I.]: Dept. of Labour, Pay Equity Bureau, [1991].

 KF 3467 .ZB4 .P345
- Job Evaluation. Geneva: ILO, 1986. HF 5549.5 .J62 .J62
- Job Evaluation. Winnipeg, Man.: Manitoba Labour, Pay Equity Bureau, [1988].

 KF 3467 .ZA5 .M279 no. 1
- Kaufman, Lorna. Job Evaluation Systems: Concepts and Issues.
 Kingston, Ont.: Industrial Relations Centre, Queen's University,
 1986.
 HF 5549.5 .J62 .K21
- MacKinnon, Carrie. The Implications of Pay Equity on Job Evaluation Systems. London, Ont.: National Centre for Management Research and School of Business Administration, University of Western Ontario, 1988.

 HF 5549.5 .J62 .M153

- Meeting the Pay Equity Challenge, October 29-30, 1992. Vancouver, B.C.: Faculty of Commerce and Business Administration, University of British Columbia, 1992. KF 3467 .ZA2 .M495
- New Perspectives on Compensation. Edited by David Balkin and Luis Gomez-Mejia. Englewood Cliffs, N.J.: Prentice-Hall, 1987. HF 5549.5 .C67 .N532
- Patten, Thomas. Fair Pay: The Managerial Challenge of Comparable Job Worth and Job Evaluation. San Francisco, Calif.: Jossey-Bass, 1988.

 HD 6061.2 .U6 .P316
- Report on Job Evaluation Systems in the Ontario Public Sector.

 Kingston, Ont.: Industrial Relations Centre, Queen's University,
 1986.

 HF 5549.5 .J62 .R425
- Step by Step to Pay Equity: A Guide for Small Business. Toronto: Ontario Pay Equity Commission, 1992. (2 vols.)
 KF 3467 .ZB3 .S827 v.
- Weiner, Nan and Gunderson, Morley. Pay Equity: Issues, Options and Experiences. Toronto: Butterworths, 1990.

 HD 6061 .W423

Articles/Papers

- Ahmed, Nazim. "An Analytic Technique to Evaluate Factor Weights in Job Evaluation." The Mid-Atlantic Journal of Business v.25, n.5, March 1989, p. 1-6.
- Arthurs, Alan. "Job Evaluation: The Impact of Equal Value." Equal Opportunities International v.7, n.6, 1988, p. 3-5.
- Benson, Philip and Hornsby, Jeffrey. "Job Evaluation Committees as Small Groups: Implications of Group Dynamics for Fairness in Pay." International Journal of Public Administration v.14, n.5, Winter 1991, p. 845-869.
- Beuhring, Trisha. "Incorporating Employee Values in Job Evaluation." Journal of Social Issues v.45, n.4, 1989, p. 169-189.
- Byrne, Ted. "Pay Equity and Job Evaluation: Can This Marriage be Saved? No." Just Wages v.1, n.3, October 1991, p. 7, 10.
- Carey, James. "Participative Job Evaluation." Compensation Review v.9, n.4, 1977, p. 29-39.

- Dufetal, Laurent. "Job Evaluation: Still at the Frontier."

 Compensation and Benefits Review v.23, n.4, July/August 1991, p. 53-67.
- Emerson, Sandra. "Job Evaluation: A Barrier to Excellence?" Compensation and Benefits Review v.23, n.1, January/February 1991, p. 39-51.
- England, Paula and Kilbourne, Barbara Stanek. "Using Job Evaluation to Achieve Pay Equity." International Journal of Public Administration v.14, n.5, Winter 1991, p. 823-843.
- Ghobadian, Abby. "Job Evaluation: Trade Union and Staff Association Representatives' Perspectives." Employee Relations (U.K.) v.12, n.4, 1990, p. 3-9.
- Gomez-Mejia, Luis et al. "A Comparison of the Practical Utility of Traditional, Statistical, and Hybrid Job Evaluation Approaches." Academy of Management Journal v.25, n.4, 1982, p. 790-809.
- Gray, Mary. "Pay Equity Through Job Evaluation: A Case Study." Compensation and Benefits Review v.24, n.4, July/August 1992, p. 46-51.
- Greene, Robert. "Determinants of Occupational Worth:
 Understanding the Elements that Define Job Value." Personnel
 Administrator v.34, n.8, August 1989, p. 78-82.
- Heller, G. L. "Demystifying Job Evaluation." Supervisory Management n.27, January 1982, p. 20-25.
- Jaussaud, Danielle. "Can Job Evaluation Systems Help Determine the Comparable Worth of Male and Female Occupations?" Journal of Economic Issues v.18, n.2, June 1984, p. 473-482.
- "Job Evaluation: The Road to Equality?" Industrial Relations Review and Report n.448, September 26, 1989, p. 5-10.
- "Job Evaluation under Review." Industrial Relations Review and Report n.423, August 30, 1988, p. 2-7.
- Juriansz, Russell. "Attacking Job Evaluation Plans: The Next Generation of Equal Pay Complaints." Employment and Labour Law Reporter v.1, n.7, October 1991, p. 82-83.
- Kaupins, Gundars. "Lies, Damn Lies, and Job Evaluations." Personnel v.66, n.11, November 1989, p. 62-65.
- Keyser, Jim. "Job Evaluation: An Equitable Guide." Benefits Canada v.11, n.10, December 1987, p. 37-38, 42.

- King, Donald and Vallee, Pierre. "Job Evaluation: You Can Compare Apples and Oranges." The Canadian Business Review v.9, n.1, Spring 1982, p. 54-57.
- Lewis, Chad. "Assessing the Validity of Job Evaluation." Public Personnel Management v.18, n.1, Spring 1989, p. 45-63.
- Lo Bosco, Maryellen. "Consensus on ... Job Analysis, Job Evaluation, and Job Classification." Personnel v.62, n.5, May 1985, p. 70-74.
- MacKinnon, Carrie. "The Implication of Pay Equity on Job Evaluation Systems." In Pay Equity in Ontario: A Manager's Guide, edited by David Conklin and Paul Bergman. Halifax, N.S.: Institute for Research on Public Policy, 1990, p. 31-43.
- Madigan, Robert. "Comparable Worth Measurement: Are Job Evaluation Measures Adequate?" **Equal Opportunities Review** v.4, n.4, 1985, p. 1-4.
- Madigan, Robert and Hills, Frederick. "Job Evaluation and Pay Equity." Public Personnel Management v.17, n.3, Fall 1988, p. 323-330.
- Madigan, Robert and Hoover, David. "Effects of Alternative Job Evaluation Methods on Decisions Involving Pay Equity." Academy of Management Journal v.29, n.1, March 1986, p. 84-100.
- Mahony, Thomas. "Job Evaluation: Endangered Species or Anachronism?" Paper presented at the Academy of Management Symposium, San Francisco, Calif., August 13, 1990. 16 p.
- McDermott, Patricia. "Pay Equity in Ontario: A Critical Legal Analysis." Osgoode Hall Law Journal v.28, n.2, Summer 1990, p. 381-407.
- McMillan, John and Biondi, Cynthia. "Job Evaluation: Generate the Numbers." Personnel Journal v.65, n.11, November 1986, p. 56-63.
- Meng, George. "Link Pay to Job Evaluation." Personnel Journal v.69, n.3, March 1990, p. 98, 100, 103-104.
- Milkovich, George and Newman, Jerry. "Job Evaluation:
 Administration." Chapt. 5 in Compensation. 3rd ed. Homewood,
 Ill.: BPI/Irwin, 1990, p. 145-165.
- _____. "Job Evaluation: Perspectives and Design." Chapt. 4 in Compensation. 3rd ed. Homewood, Ill.: BPI/Irwin, 1990, p. 97-144.
- Milling, Sue. "Pay Equity and Job Evaluation: Can This Marriage be Saved? Yes." Just Wages v.1, n.3, October 1991, p. 6, 10.

- Morden, Larry. "A New Approach to Job Evaluation." Benefits Canada v.7, n.6, November/December 1983, p. 12-14.
- Murlis, Helen and Fitt, David. "Job Evaluation in a Changing World." Personnel Management (U.K.) v.23, n.5, May 1991, p. 39-43.
- Patten, Thomas. "How Do You Know if Your Job Evaluation System is Working?" In New Perspectives on Compensation, edited by David Balkin and Luis Gomez-Mejia. Englewood Cliffs, N.J.: Prentice-Hall, 1987, p. 10-19.
- Risher, Howard. "Job Evaluation: Problems and Prospects." Personnel v.61, n.1, January/February 1984, p. 53-66.
- . "Job Evaluation: Validity and Reliability." Compensation and Benefits Review v.21, n.1, 1989, p. 22-36.
- Rubenstein, Michael. "Discriminatory Job Evaluation and the Law." Comparative Labour Law v.7, n.2, Winter 1986, p. 172-195.
- Scholl, Richard and Cooper, Elizabeth. "The Use of Job Evaluation to Eliminate Gender Based Pay Differentials." Public Personnel Management v.20, n.1, Spring 1991, p. 1-18.
- Scoville, James and Azevedo, Ross. "Wage Lines and Comparable Worth: Gainers, Losers, and the Prospects for Free Collective Bargaining." Journal of Collective Negotiations in the Public Sector v.20, n.1, 1991, p. 53-67.
- Sibson, Robert. "Job Evaluation." Chapt. 7 in Compensation. 5th ed. New York, N.Y.: American Management Association, 1990, p. 104-121.
- Spencer, Steve. "Devolving Job Evaluation." Personnel Management v.22, n.1, January 1990, p. 48-50.
- Steinberg, Ronnie. "Job Evaluation and Managerial Control: The Politics of Technique and the Techniques of Politics." Chapt. 10 in Just Wages: A Feminist Assessment of Pay Equity, edited by Judy Fudge and Patricia McDermott. Toronto: University of Toronto Press, 1991, p. 193-298.
- Straw, Ronnie and Foged, Lorel. "The Limits of Job Evaluation to Achieve Comparable Worth." Paper presented at the Atlantic Economic Conference, Montreal, October 11-14, 1984. 33 p.
- Tompkins, Jonathan. "Comparable Worth and Job Evaluation Validity." Public Administration Review v.47, n.3, May/June 1987, p. 254-258.
- Tompkins, Jonathan et al. "Designing a Comparable Worth Based Job Evaluation System: Failure of an a priori Approach." Public Personnel Management v.19, n.1. Spring 1990, p. 31-42.

- Weiner, Nan. "Job Evaluation Systems: A Critique." Human Resources Management Review v.1, n.2, 1991, p. 119-132.
- Weiner, Nan and Gunderson, Morley. "Establishing Wages for Jobs." Chapt. 6 in Pay Equity: Issues, Options and Experiences. Toronto: Butterworths, 1990, p. 71-92.
- . "Tailoring Job Evaluation Methods to Pay Equity."

 Chapt. 5 in Pay Equity: Issues, Options and Experiences.

 Toronto: Butterworths, 1990, p. 53-70.
- . "Traditional Job Evaluation." Chapt. 3 in Pay Equity:

 Issues, Options and Experiences. Toronto: Butterworths, 1990,
 p. 17-33.

B. GENDER NEUTRALITY/SEX BIAS IN JOB EVALUATION

Reports

Johnson, Charles et al. Equal Pay for Work of Equal Value: A Guide to the Non-Discriminatory Use of Job Evaluation. Leicester, Eng.: British Psychological Society, 1991.

HF 5549.5 .J62 .J67

Articles

- Acker, Joan. "Reproducing Hierarchy or Job Evaluation in Oregon." Chapt. 3 in Doing Comparable Worth: Gender, Class and Pay Equity. Philadelphia, Pa.: Temple University Press, 1989, p. 61-103.
- . "Sex Bias in Job Evaluation: A Comparable Worth Issue."

 Chapt. 9 in Ingredients for Women's Employment Policy, edited by Christine Bose and Glenna Spitz. Albany, N.Y.: State University of New York Press, 1987, p. 183-196.
- Andrews, Noelle. "SKEW Fails the Standard of Gender Neutrality." ONA News v.19, n.7, September 1992, p. 5.
- Armstrong, Pat and Armstrong, Hugh. "Lessons from Pay Equity." Studies in Political Economy v.32, Summer 1990, p. 29-54.
- Arvey, Richard. "Potential Problems in Job Evaluation Methods and Processes." In New Perspectives on Compensation, edited by David Balkin and Luis Gomez-Mejia. Englewood Cliffs, N.J.: Prentice-Hall, 1987, p. 20-29.

- Psychology v.39, n.2, Summer 1986, p. 315-335.
- "Assessing the Gender Bias of Your Point Factor Job Evaluation System." Pay Equity Commission Newsletter v.1, n.9, November 1989, p. 1-6.
- Blaszczyk, Yvonne. "Ten Strategies to Negotiate Gender Neutrality." Pay Equity Guide v.2, n.7, July 1989, p. 55-56.
- Byrne, Ted. "Ontario Tribunal Issues Decision on Job Evaluation." (Ontario Nurses Association vs. Women's College Hospital)

 Just Wages v.2, n.3, 1992, p. 11-12.
- "Collecting Gender Bias Free Job Control Information." Pay Equity Practitioner v.1, n.12, December 1988, p. 3-4, 6.
- Doverspike, Dennis and Barrett, Gerald. "An Internal Bias Analysis of a Job Evaluation Instrument." Journal of Applied Psychology v.69, n.4, November 1984, p. 648-662.
- Elliott, Cheryl. "Gender-Neutral Job Comparison." Chapt. 5 in Ontario's Equity Laws: A Complete Guide to Pay and Employment Equity. Aurora, Ont.: Canada Law Book, 1992, p. 5/1-5/45.
- "Ensuring Gender Neutrality in Job Evaluation." Chapt. 3 in How to Do Pay Equity Job Comparisons. Toronto: Ontario Pay Equity Commission, 1989, p. 31-45.
- Fudge, Judy. "Litigating Our Way to Gender Neutrality: Mission Impossible?" Chapt. 3 in Just Wages: A Feminist Assessment of Pay Equity, edited by Judy Fudge and Patricia McDermott. Toronto: University of Toronto Press, 1991, p. 60-77.
- . "Mercer Decision a Mixed Bag." Just Wages v.1, n.3, October 1991, p. 8-9.
- Grams, Robert and Schwab, Donald. "An Investigation of Systematic Gender-Related Error in Job Evaluation." Academy of Management Journal v.28, 1985, p. 279-290.
- Greatbatch, Jeannie. "SKEW Plan Maintains Hierarchies." Just Wages v.1, n.3, October 1991, p. 5, 12.
- Greig, Jeffrey et al. "Measurement Error in Comparable Worth Pay Analysis: Causes, Consequences, and Corrections." Journal of Social Issues v.45, n.4, 1989, p. 135-151.
- "How to Review Your Job Evaluation System for Sex Bias, Part I: General Overview." Focus on Canadian Employment & Equality Rights v.3, n.9, September 1992, p. 67-68.

- "How to Review Your Job Evaluation System for Sex Bias, Part II: Collection of Job Content Information." Focus on Canadian Employment & Equality Rights v.3, n.10, October 1992, p. 75-76.
- "How to Review Your Job Evaluation System for Sex Bias, Part III:
 Deciding on the System to Determine How the Value Will Attach to
 the Job Information." Focus on Canadian Employment & Equality
 Rights v.3, n.11, November 1992, p. 82-84.
- "How to Review Your Job Evaluation System for Sex Bias, Part IV:
 Applying the Measuring Tool to Determine the Value of the Work."
 Focus on Canadian Employment & Equality Rights v.3, n.12,
 December 1992, p. 91-92.
- Hyman, Prue. "Equal Pay for Work of Equal Value Job Evaluation Issues." New Zealand Journal of Industrial Relations v.13, n.13, December 1988, p. 65-72.
- Lewis, Chad and Stevens, Cynthia Kay. "An Analysis of Job Evaluation Committee and Job Holder Gender Effects on Job Evaluation." Public Personnel Management v.19, n.3, Fall 1990, p. 271-278.
- Major, Brenda. "Gender Differences in Comparisons and Entitlement: Implications for Comparable Worth." Journal of Social Issues v.45, n.4, 1989, p. 99-115.
- Mount, Michael and Ellis, Rebecca. "Investigation of Bias in Job Evaluation Ratings of Comparable Worth Study Participants."
 Personnel Psychology v.40, n.1, Spring 1987, p. 85-96.
- . "Sources of Bias in Job Evaluation: A Review and Critique of Research." Journal of Social Issues v.45, n.4, 1989, p. 153-167.
- "Principles of Gender Neutrality to Help You Achieve Pay Equity."

 Pay Equity Commission Newsletter v.1, n.7, September 1989,
 p. 1-4.
- Schneider, Jes. "Gender Neutrality in Job Evaluation and Salary Assignment: Is There a Difference?" Pay Equity Guide v.2, n.6, June 1989, p. 41, 43, 46-47.
- Schwab, Donald and Grams, Robert. "Sex Related Errors in Job Evaluation: A 'Real World' Test." Journal of Applied Psychology v.70, n.3, August 1985, p. 533-539.
- Schwab, Donald and Wichern, Dean. "Systematic Bias in Job Evaluation and Market Wages: Implications for the Comparable Worth Debate." Journal of Applied Psychology v.68, n.1, February 1983, p. 60-69.
- "7 Keys to Detecting Gender-Bias in the Job Evaluation Process."
 Pay Equity Guide v.1, n.11, November 1988, p. 73-74.

- Smith, Brien et al. "The Effects of Job Description Content on Job Evaluation Judgements." Journal of Applied Psychology v.75, n.3, 1990, p. 301-309.
- Steinberg, Ronnie. "Social Construction of Skill: Gender, Power, and Comparable Worth." Work and Occupations v.17, n.4, November 1990, p. 449-482.
- Steinberg, Ronnie and Haignere, Lois. "Equitable Compensation: Methodological Criteria for Comparable Worth." Chapt. 8 in Ingredients for Women's Employment Policy, edited by Christine Bose and Glenna Spitze. Albany, N.Y.: State University of New York Press, 1987, p. 157-182.
- Weiner, Nan. "Gender-Neutrality: Myth or Reality." In The Pay Equity Plan: Deadline December 31, 1989. Toronto: Dept. of Education, Law Society of Upper Canada, 1989, p. D1-D32.
- Weiner, Nan and Gunderson, Morley. "Identifying and Minimizing Gender Bias." Chapt. 4 in Pay Equity: Issues, Options and Experiences. Toronto: Butterworths, 1990, p. 35-52.

C. SPECIFIC JOB EVALUATION SYSTEMS

Books

- Coopers & Lybrand Consulting Group. Job Evaluation Program
 Adapted for Use in Public Libraries. Toronto: Coopers &
 Lybrand, 1989.
 HF 5549.5 .J62 .C778
- Werwie, Doris. Sex and Pay in the Federal Government: Using Job Evaluation Systems to Implement Comparable Worth. New York, N.Y.: Greenwood Press, 1987. HF 5549.5 .J62 .W499

Articles

- Acker, Joan. "Reproducing Hierarchy or Job Evaluation in Oregon." Chapt. 3 in Doing Comparable Worth: Gender, Class and Pay Equity. Philadelphia, Pa.: Temple University Press, 1989, p. 61-103. (Hay System)
- Barrett, Gerald and Doverspike, Dennis. "Another Defense of Point-Factor Job Evaluation." Personnel v.66, n.3, March 1989, p. 33-36.

- Bellak, Alvin. "Specific Job Evaluation Systems: The Hay Guide Chart-Profile Method." Chapt. 15 in Handbook of Wage and Salary Administration. (2d ed.), edited by Milton L. Rock. New York, N.Y.: McGraw-Hill, 1984, p. 15/1-15/16.
- Benge, Eugene. "Specific Job Evaluation Systems: The Factor Method." Chapt. 12 in Handbook of Wage and Salary Administration (2d ed.), edited by Milton L. Rock. New York, N.Y.:
 McGraw-Hill, 1984, p. 12/1-12/15.
- Candrilli, Alfred and Armagast, Ronald. "The Case for Effective Point-Factor Job Evaluation, Viewpoint 2." Compensation and Benefits Review v.19, n.2, March/April 1987, p. 49-54.
- Karr, Christy and Fischbach, Glenn. "Specific Job Evaluation
 Systems: American Association of Industrial Management." Chapt.
 13 in Handbook of Wage and Salary Administration (2d ed.),
 edited by Milton L. Rock. New York, N.Y.: McGraw-Hill, 1984,
 p. 13/1-13/12.
- Katz, Paul. "Specific Job Evaluation Systems: White-Collar Jobs in the Federal Civil Service." Chapt. 14 in Handbook of Wage and Salary Administration (2d ed.), edited by Milton L. Rock. New York, N.Y.: McGraw-Hill, 1984, p. 14/1-14/10.
- Lawler III, Edward E. "What's Wrong with Point-Factor Job Evaluation." Personnel v.64, n.1, January 1987, p. 38-44.
- Orazem, Peter et al. "Comparable Worth and Factor Point Pay Analysis in State Government." Industrial Relations v.31, n.1, Winter 1992, p. 195-215.
- Patten, Thomas. "New Methods for Evaluating Jobs." Chapt. 6 in Fair Pay: The Managerial Challenge of Comparable Job Worth and Job Evaluation. San Francisco, Calif.: Jossey-Bass, 1988, p. 165-211. (Hay System; Bank Administration Institute plan)
- Plachy, Roger. "Compensation Management: Cases and Applications: The Point-Factor Job Evaluation System: A Step-by-Step Guide, Part 1." Compensation and Benefits Review v.19, n.4, July/August 1987, p. 12-27.
- . "Compensation Management: Cases and Applications: The Point-Factor Job Evaluation System: A Step-by-Step Guide, Part 2." Compensation and Benefits Review v.19, n.5, September/October 1987, p. 9-24.
- Sahl, Robert. "How to Install a Point-Factor Job-Evaluation Scheme." Personnel v.66, n.3, March 1989, p. 38-40, 42.
- Sargent, Henry. "Specific Job Evaluation Systems: The Point Method." Chapt. 11 in Handbook of Wage and Salary Administration (2d ed.), edited by Milton L. Rock. New York, N.Y.: McGraw-Hill, 1984, p. 11/1-11/12.

Werwie, Doris. "Examining How Job Content is Operationally Defined in Three Job Evaluation Systems." Chapt. 8 in Sex and Pay in the Federal Government. New York, N.Y.: Greenwood Press, 1987, p. 103-127. (Hay System; FES System; Willis System)

D. PROPORTIONAL VALUE COMPARISON METHOD

Reports

- Extending Pay Equity by Proportional Value and Proxy Comparisons.
 Toronto: Ontario Ministry of Labour, 1991.
 KF 3467 .ZB3 .E96
- Interpretation and Wage Adjustments. Winnipeg, Man.: Manitoba
 Labour, Pay Equity Bureau, 1988.
 KF 3467 .ZA5 .M279 no. 3
- Report to the Minister of Labour by the Ontario Pay Equity
 Commission on Options Relating to the Achievement of Pay Equity
 in Sectors of the Economy which are Predominantly Female.
 Toronto: Ontario Pay Equity Commission, 1989.
 KF 3467 .ZB3 .R431

Articles

- Delaney, Jim. "Proportional Value." Equal Times May/June 1992, p. 3-6.
- Rowles, Mary. "Ending Wage Discrimination in Female Workplaces: Proportion, Proxy or Prototype." Just Wages v.2, n.3, 1992, p. 5-6.
- Weiner, Nan. "How to Meet the Proportional Value Comparison Requirements Using Wage Lines: Part II." Pay Equity Guide v.4, n.5, May 1991, p. 35-42.
- . "How Wage Lines Can Meet the Proposed Proportional Value Requirements of the Pay Equity Act: Part I: Introduction to Wage Lines." Pay Equity Guide v.4, n.4, April 1991, p. 27-34.
- . "Practical Guidelines for Drawing Wage Lines in Light of Proportional Value." Pay Equity Guide v.5, n.1, January 1992, p. 1-7.
- . "The Shrinking Corridor: Bringing Pay Equity and Internal Equity Together." Pay Equity Guide v.5, n.2, February 1992, p. 9-12.

- . "Using Proportional Value When Female and Male Wage Lines Cross." Pay Equity Guide v.4, n.12, December 1991, p. 91, 97-98.
- "What is Equity?" Pay Equity Guide v.5, n.2, February 1992, p. 9, 14-16.
- Weiner, Nan and Gunderson, Morley. "Establishing Wages for Jobs." Chapt. 6 in Pay Equity: Issues, Options and Experiences. Toronto: Butterworths, 1990, p. 71-91.

E. COMPUTERS IN JOB EVALUATION

- Finkelstein, James and Hatch, Christopher. "Job Evaluation: New Technology, New Role for H.R. Managers." Personnel v.64, n.1, January 1987, p. 5-6, 8-10.
- Gomez-Mejia, Luis et al. "Development and Implementation of a Computerized Job Evaluation System." In New Perspectives on Compensation, edited by David Balkin and Luis Gomez-Mejia. Englewood Cliffs, N.J.: Prentice-Hall, 1987, p. 31-42.
- Murlis, Helen and Pritchard, Derek. "The Computerised Way to Evaluate Jobs." Personnel Management (U.K.) v.23, n.4, April 1991, p. 48-53.
- O'Neal, Sandra. "Compensation Management in Practice: CAJE: Computer-Aided Job Evaluation for the 1990's." Compensation and Benefits Review v.22, n.6, November/December 1990, p. 14-19.
- Schuster, Jay and Zingheim, Patricia. "The Case for Computer-Assisted Market-Based Job Evaluation." Compensation and Benefits Review v.22, n.3, May/June 1990, p. 44-54.





